

Fisheries Habitat Workgroup

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Initial Meeting: Visioning

- **Visioning:** Set a long-term image for your Workgroup - What should its products look like? How should the public (or Department?) perceive it?
 - Provide a sense of direction; big picture.
 - Set a productive framework within which the organization will function.
 - Get you excited to be a part of this process.
- **Goals:** Specific things to be accomplished. We will only work on broad goals today.
- **Strategy:** How you accomplish the goals.
- **Tactics/Tasks/Activities:** What you do.

Relevant Basics

- Fisheries are shared resources.
- Commercial and Recreational anglers are the traditional constituencies,
- ...but others are increasingly involved: regulators, tourism, NGOs, land owners, planners, politicians...
- Habitat management for fisheries needs to manage the **watershed** (land **and** water).
- Fisheries Managers need to engage ALL constituents – local land owners, planners, politicians (local, state, fed), local and distant consumers, anglers... (anyone who lives in watershed, eats fish, or catches fish recreationally).
- Trends in population growth and development have resulted in habitat loss, fragmentation and stress.

Vision Example

- E.g.: Through a science-driven process in which all voices are heard and partnerships are critical, we will achieve a measurable improvement in habitat quality for desirable species each year.

Group Comments on Vision

About Goals

- **Goals** implement your vision. What do you want to achieve? What result would make you proud?
- Do you want to set goals that are **achievable** or **aspirational**?
- **Evaluation:** How will you know if you are successful? Are your goals:
 - Objective?
 - Measureable?
- **Time frame:**
 - When do you want to complete the goal setting process?
 - When do you want to achieve your goals?

Goal Setting

- Make your goals science-driven:
 - Identify habitat stressors and conservation priorities.
 - Prioritize habitat threats and advise Fisheries on habitat conservation needs.
 - Identify focus habitats and develop conservation plans.
- Set up for success: Early activity → Early success
- **STOP?**: Sell process and outcomes to public, partners, local decision-makers?

Public Interaction

- Do you wish to get public input?
 - If so, for what purpose, on what issues?
 - How will you communicate your decisions to the public?
 - Will the public need to be part of your success?
- Will you document your **process** for the public?
- Will you demonstrate your **progress** for the public?
- If yes, **build that into your goals.**

Evaluating and Measuring Progress

- Are your Goals **SMART**?
 - Specific?
 - Measurable?
 - Assignable?
 - Realistic?
 - Time bound?
- Write down a SMART goal that is relevant to the purpose of the workgroup.

Proposed Goals

Possible Priority Goals

(to start discussion)

- What are the threats? Opportunities?
- What does the science say?
- Priorities?
 - Identification of priority habitats, species
 - Conservation of priority habitats (support vital functions of key species)
 - Revitalization of impaired habitats, where possible
 - Re-engineering of degraded habitats

Possible Strategies

(to start discussion)

- Identify possible partners and leverage ongoing programs:
 - Local gov't staff/elected officials
 - EPA/NOAA/Bay Program Habitat Committee.
 - MDE water quality regulations/wetlands mitigation.
 - Dam removal programs
 - Mobilize local teams to carry out plan – make assignments
 - Assist and publicize activities and outcomes